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this class are often compelled to accept badly-paid work in the towns, and both men and women have often to make long and laborious journeys on foot in search of employment.

A large class engaged in domestic industries, whether as masters or as servants, make a very poor living, frequently working very long hours under bad sanitary conditions.

In the coal and iron industries there are some concerns, particularly those capitalized from abroad, which look well after their work-people, provide housing, secure good supplies of provisions at moderate prices, and take other measures to ameliorate labour conditions. In consequence, however, of works and mines being often situated on land rented on short-term leases, many employers cannot afford to lay out money on such objects, and conditions for labour are generally bad. So difficult is it to attract labour, that mine-owners have sometimes sought to secure convict labour from the Government.

The peculiar characteristic of labour in the Ukraine is its mobility, which often occasions unexpected crises. Superstition, epidemics of disease, and more obscure causes lead to vast movements of labourers from a district at very short notice.

The *artels*, which are labour organizations peculiar to Russia, have an important influence on the supply and quality of certain labour. An *artel* is an association of workers, the general principles of which are: (1) all members must be actual workers; (2) all have equal rights in the organization; and (3) every member is responsible for the obligations contracted by the *artel*. The organization is usually non-capitalistic or has a very small capital.

In general there are two classes of *artels*, those of workers in producing trades and those of workers who provide service. The former are engaged in carpentering, cabinet-making, printing, linen-weaving, dairy-work, fishing, &c. The second group comprises stevedores, packers, customs agents, bank porters, com-

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467 missionaires, dock and wharf labourers, outdoor servants, &c. The members of *artels* in the second group always receive employment in preference to other workers, as their trustworthiness is guaranteed by the *artel*, and the fact of their membership is some guarantee that they are efficient.

The *artels* are democratic and useful institutions, and, in a country where promptness and trustworthiness are somewhat rare qualities, they play a most valuable part in giving a measure of confidence and security to both employers and workmen.

(2) Agriculture

(*a*) *Products of Commercial Value*

243 The agricultural industry is the largest in the Ukraine, and employs the great majority of the [434] population. The black-soil region extends over most of the area, only the Governments of Kiev, Podolia, and Chernigov, and the borders of the Black Sea, lying [433] outside it. It follows that the suitability of the Ukraine [431] for cereals is equal to that of any part of the world, and its surplus crops form a considerable proportion of the world's food-supply.

243 The mean area under cultivation in the period 1901–5 433 was 52,000,000 acres, producing 20,700,000 tons annually. Of this total, 45,600,000 acres were under breadstuff crops, and produced 15,000,000 tons. For the year 1914, the figures were 56,300,000 acres, producing 23,000,000 tons. Of this 50,400,000 acres were under breadstuff crops, with a return of 15,900,000 tons.

243 *Rye* is the principal crop, and is produced on the 439 peasants' lands more largely than any other cereal. It is the staple breadstuff of the country, and the internal consumption absorbs a large part of the crop, a minor quantity only being exported. In some years the crop is not sufficient for the home demand, and the peasants have to use imported flour or substitutes.

Wheat is next in importance, and provides the largest surplus for export. It is mainly grown on